



City of Brook Park
Thomas J. Coyne Mayor

To: Mayor Thomas J. Coyne, Jr.
From: David Byrnes, Director of Public Safety 
Subject: Fact-Finding with the NOPBA (Police supervisors)
Date: June 12, 2017

Mayor,

Attached please find a fact-finding decision rendered by Attorney Joseph Gardner regarding the NOPBA and the City of Brook Park. The decision was issued June 8, 2017, although received by the City on June 9, 2017.

The award is as follows:

1. Increases the current Professional Pay from the current \$750.00 to \$2800.00 per person, an increase of 374% over the current contractual amount;
2. Increases the current rank differential by 2% (14% to 16%) between the rank of patrol officers and the rank of sergeant. The Lieutenant rank differential will remain at 14%, but will result in an increase of 2.14% of base salary in 2017 because of the sergeant rank differential increase.

I urge that you to ask City Council to reject this fact-finding award. The reasons I have for asking you to seek the rejection of the award is as follows:

- The professional pay of \$750 is the same for both police and fire; it is a separate payment for specialized training above the base training required for each department. Due to the contractual requirements found in the police and fire contracts, this benefit increase will extend to each member of our safety forces, at a minimum, and the increased cost to the City in 2017 will be over \$180,000, including pension;
- Our police department performs excellently and until this finding, everyone was treated the same by the City – now a subset of the department will receive a greater base pay increase than every other member of the department;
- In our City, all but seven (7) city employees all had the same patterned settlement regarding wages for 2017. Now this finding will subject additional negotiations with the other four city unions for 2017.

This finding threatens to damage the morale of the entire police department, as certain members will receive an increase when others did not at a time we are entering into our busy season. By rejecting this finding we can re-negotiate with the OPBA and if need to proceed to Conciliation for an additional review of these issues. Thank you for your consideration of this request.

JOSEPH W. GARDNER

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June 8, 2017

ANDREA ROCCO

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MARC BLOCH

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Re: **Ohio Patrolmen's Benevolent Association and City of Brook Park
SERB case No. 16-MED-10-1222**

Dear Parties;

Please find enclosed the Fact-Finding report and exhibits, along with an invoice for services rendered and a W-9.

If you should need anything further, please do not hesitate to contact me.

Very truly yours,

/s/ Joseph W. Gardner

JOSEPH W. GARDNER
Attorney at Law

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